



Academy Graduate Police Officer

Monthly Salary Range:
\$5,318 - \$6,464

Filing Application Deadline:
May 13, 2010

Written Test:
May 22, 2010

(Test time will be assigned prior to test date)

Oral Appraisal Interview:
June 2, 2010

Physical Agility Test:
June 5, 2010

Apply online:
www.carlsbadca.gov/hr

CARLSBAD, CALIFORNIA

The City of Carlsbad, Calif., is a scenic coastal community of 105,000 residents located 35 miles north of the City of San Diego and 25 miles south of Orange County. The City of Carlsbad is known for its strong leadership and fiscal discipline as well as successfully balancing tourism, employment, light industry, the environment and a high standard of living. Covering nearly 42-square miles, the City of Carlsbad is approaching build out. Thanks to an award winning growth management plan, the city features infrastructure and services that keep pace with development and promote an excellent quality of life. Fully 40 percent of the city has been set aside as permanent open space. Three lagoons, 35 miles of hiking trails and nearly seven miles of coastline are just part of what makes the city an appealing place to live, work and play.

Minimum Requirements

- Be a high school graduate or have passed the GED test.
- Be not less than 21 years old at time of appointment.
- Possess and maintain a valid State of California Class C driver license.
- Must possess the knowledge, skills, abilities, personal character and mental and physical health to perform the duties of a peace officer in accordance with the examination process.
- Graduate from a POST Certified California Regular Basic Academy (within 12 months of appointment).

EQUAL OPPORTUNITY EMPLOYER

The provisions of this bulletin do not constitute an expressed or implied contract. Any of the provisions contained in this announcement may be modified or revoked without notice.

The Police Department

The Carlsbad Police Department is a full-service police department that prides itself on its strong partnership with the community. Through the hard work and dedication of the men and women of the police department, and the support of City Council members and the community, Carlsbad continues to be a safe community to live, work and play.



- With an annual FBI index crime rate of 24.9, Carlsbad has one of the lower crime rates among San Diego County's 18 cities
- Carlsbad Police Department continues to meet its response time benchmark with an average priority one response time of less than six minutes; the average response time for all calls combined continues to be less than 30 minutes
- Carlsbad residents report high satisfaction with police services; recent survey results indicate that over 90% of the residents are satisfied with police services
- The department has 162 full time positions, 115 sworn and 47 civilian
- Opportunities for varied assignments such as uniformed patrol, detectives, K-9, off-road enforcement, motorcycles, beach patrol, traffic, vice and narcotics are part of the department's programs to stimulate individual growth and development.

Ideal Candidate

The Carlsbad Police Department's "Ideal Candidate" exemplifies department values, is a leader, role model, team player, and problem solver. The "Ideal Candidate" applies the concepts of community oriented policing while maintaining an effective enforcement profile.



Selection Process

Written Test: Passing score is required to continue in the selection process

Oral Panel Appraisal Interview: Appraisal of general experience, education, judgment, problem solving ability and communication skills. Those candidates who are categorized as "Highly Qualified" will continue in the selection process.

Physical Abilities Test: California POST compliant physical abilities test.

Background Appraisal Interview: Completion and review of detailed Personal History Statement. Candidates meeting the basic criteria will continue with a background investigation.

Comprehensive Background Investigation: A detailed investigation of the candidate's personal history and suitability for employment as a law enforcement officer based on the job dimensions identified by POST. This investigation will include a lie detection polygraph screening.

Captains' Interview: Personal interviews with the Captain of Field Operations and the Captain of Support Operations.

The final step before hire is a required medical and psychological evaluation. The Chief of Police may select/appoint any individual who has successfully completed the process. Appointments are probationary for one year.

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Compensation and Benefits

Education Incentive: Based on POST Certificates \$90.00 for Intermediate and \$156.00 for Advanced. Paid biweekly., **Bilingual Pay:** \$40 paid biweekly to qualified employee, **Retirement:** The City provides retirement benefits under the Public Employees' Retirement System. Other benefits covered under PERS include disability, death and survivor benefits. The retirement benefit is based on highest year of income, using 3% at age 50 formula, **Group Health Insurance:** Cafeteria Plan (Pers Health) - choose from indemnity plans or HMO plans., **Life Insurance:** The City provides life insurance equal to one times annual salary. Employees may purchase additional life equivalent to one times the base amount, **Uniform Allowance:** Uniform allowance will be \$700/year, **Deferred Compensation:** Employees may contribute a portion of their salary to a tax deferred savings account, **Holidays:** Twelve paid holidays plus one floating holiday per year, **Vacation:** One to five years service, 10 days. Six to ten years, 15 days. Ten years plus, 15 days plus 1 day for each year over 10 years up to a maximum of 20 days. Employees are eligible for paid vacation days after they have been employed with the City six (6) full months. All police employees are entitled to accrue vacation up to a maximum of 320 hours, **Sick Leave:** Accrued at the rate of 12 days per year. Unused sick leave may be accumulated. Sick leave to vacation conversion at a 3:1 maximum 5 days annually. Retirement conversion at 25 days to one month. **FTO (Field Training Officer) Pay:** Officers serving as FTOs receive an additional \$20 per shift while engaged in training.

City Mission Statement

Our mission is to provide top-quality services to our citizens and customers in a manner that enhances the quality of life for all who live, work, and play in Carlsbad.

Police Department Mission Statement

- We protect the rights of all persons.
- We strive to treat every person with respect, dignity, and compassion.
- We are committed to personal integrity, common purpose and support of each other as essential to an effective and productive work environment.
- We provide leadership in our profession as an example for all law enforcement and to guarantee the best possible service to our citizens.

Statement of Values

With a commitment to professional excellence we, the members of the CARLSBAD POLICE DEPARTMENT, provide quality service to the community to ensure the preservation of life and property and the maintenance of law and order.

How to Apply:

Interested candidates can apply for this position and obtain additional information at:

City of Carlsbad HR Department
1635 Faraday Ave., Carlsbad, CA 92008
Phone (760) 602-2440 Fax (760) 602-8554
Job Line (760) 602-2480 www.carlsbadca.gov/hr
Must provide proof of graduation from a police academy within 12 months of appointment.

For a complete job description, visit our website:

<http://www.carlsbadca.gov/services/departments/hr/Documents/Police%20Officer.pdf>

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